

## Equality Impact Assessment - Draft

<b>Service Area</b>	<b>Culture, Neighbourhood, Environment</b>
<b>Policy/Service being assessed</b>	<b>Pest Control, Bulky Waste, Blue Badge Parking, Leisure facilities</b>
<b>Is this is a new or existing policy/service?</b>	Existing
<b>If existing policy/service please state date of last assessment</b>	
<b>EIA Review team – List of members</b>	Bernadette Allen
<b>Date of this assessment</b>	
<b>Signature of completing officer (to be signed after the EIA has been completed)</b>	
<b>Name and signature of Head of Service (to be signed after the EIA has been completed)</b>	

A copy of this Equality Impact Assessment Report including relevant data and information should be saved in the Equality and Diversity Folder on the shared drive.

## Form A1

### INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION AND PROMOTE EQUALITY



High relevance/priority



Medium relevance/priority



Low or no relevance/ priority

**Note:**

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

DEPARTMENT:																					
State the Function/Policy /Service/Strategy being assessed:	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Priority status For EIA		
<b><u>Concessions for WDC Services</u></b>																					
Pest Control																					
Special Collections																					
Healthy Lifestyle																					
Parking in WDC Car Parks																					

**Form A2**

**Equality Impact Assessment**  
**Please Explain**

**Stage 1 – Scoping and Defining**

<p>(1) What are the aims and objectives of policy/service?</p>	<p>The following concessions aim to improve the quality of life for WD residents, who would not normally be able to easily access these services, by making them more affordable and in certain cases free. There are many health benefits that could be gained and the concessions are designed to make certain disadvantaged members of WD lives' easier. By not offering these concessions WDC would not be in line with national guidelines or actions taken by other local authorities. The concessions are designed to promote fairness and equity.</p> <p><u>Rodent, Mice and Pest Control</u> – full concession for Senior Citizens/Persons in receipt of Income support or addition to state pension and registered disabled persons. 50% reduction in charge for pensioners not in receipt of income support or additions to the state pension. This is done to enable the above to access the service.</p> <p><u>Special Collections – Bulky Waste</u> – full concession for Senior Citizens/Persons in receipt of Income support or addition to state pension and registered disabled persons. Reduction in charge for pensioners not in receipt of income support or additions to the state pension. This is done to enable the above to access the service.</p> <p><u>Healthy Lifestyle</u> – Sporting concessions for U4s and U5s (free), Senior Citizens, U18s and Students as well as people who receive job seekers allowance, income support and family credit. The service is following national guidelines as well as benchmarked information from other local authorities to ensure that appropriate concessions are offered to encourage these sections of the community to access these services. It is felt these concessions reduce inequality.</p> <p><u>Parking in WDC Car Parks</u> – Free Parking for those displaying a valid 'Blue' disabled Person badge. Most local authorities offer this concession to assist disabled people and their helpers.</p>
<p>(2) How does the policy/service fit with the council's wider objectives?</p>	<p>Fairness &amp; Equity and Community Focussed – the services are trying to ensure that disadvantaged members of the WDC community are able to access them in the same way as everyone else. In certain cases there are also commercial considerations so there is also a benefit to the council.</p>

(3) What are the expected outcomes of the policy/service?	Increased usage of the services mentioned above which will have a positive benefit on the health and wellbeing of the WD community. The concessions could also, in certain areas, generate additional income for the council and make better use of council assets, although this is not their primary function.		
Who is intended to benefit from the policy/service and in what way?	Children, young people and students, disabled, senior citizens and people in receipt of in receipt of Income support job seekers allowance and family credit. There will be many positive health and social benefits.		
(4) Does this policy/service have the potential to directly or indirectly discriminate against any particular group?  Please identify all groups that are affected and briefly explain why	RACE NO	AGE YES – against those who don't fall into categories	GENDER NO
	RELIGION/BELIEF NO	DISABILITY YES- against those who don't fall into categories	SEXUAL ORIENTATION NO
	Other – please specify		
(5) Are there any obvious barriers to accessing the service?	Age restricted Disability Have to receive job seekers allowance, income support and family credit		
(6) How does the policy/service contribute to promotion of equality?	The services are trying to ensure that disadvantaged members of the WDC community are able to access them in the same way as everyone else.		
(7) Does the policy/service have the potential to promote good relations between groups?	There is the potential for some of the groups these concessions are aimed at to mix more with other members of the community and to learn from one another.		
<b><u>Stage 2 - Information Gathering</u></b>			

(1) What type and range of evidence or information have you used to help you make a judgement about the policy or service?	Benchmarking with other local authorities Customer satisfaction surveys and questionnaires National guidelines Consultation on WDC's Fees and Charges and also WDC's budget
(2) What consultation/ information has been used? What new consultation, if any, do you need to undertake?	Neighbourhood regularly consult with various partners and community groups regarding their fees and charges, including free Blue Badge Parking. All Fees and Charges are regularly reviewed as part of the Fees and Charges report to Executive in October each year. The income generation working party have reviewed them too.
<b><u>Stage 3 – Making a Judgement</u></b>	
(1) From your data and consultations is there any adverse or negative impact identified for any particular group?  Is there any evidence of needs not being met? e.g. language or physical access barriers; lack of appropriate resources or facilities	The concessions seek to remove barriers to access to these services by making them more affordable to the groups mentioned above. In fact, they are regarded as a positive step to making services more fair and equitable.  None
(2) If there is an adverse impact, can this be justified?	No adverse impact identified

(3) What actions are going to be taken to reduce or eliminate negative or adverse impact?	None necessary				
(4) Is there any positive impact? Does it promote equality of opportunity between different groups and actively address discrimination?	Yes - it promotes equality of opportunity between different groups and also encourages different groups to mix and interact.				
<b><u>Stage 4 – Action Planning, Review &amp; Monitoring</u></b>					
If No Further Action is required then go to – Review & Monitoring					
(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.	EIA Action Plan				
	<b>Action</b>	<b>Lead Officer</b>	<b>Date for completion</b>	<b>Resource requirements</b>	<b>Comments</b>
(2) Review and Monitoring State how and when you will monitor policy and EIA Action Plan	The Income Maximisation and Concession Working Group (made up of Members and Officers) will review this document regularly. It will seek information (proof) from the service areas to see if the concessions are still appropriate and are doing what they are designed to do i.e. increase uptake by certain members of WD community. It may even find that more/new concessions could be offered.				

Once complete please save a copy of this EIA into the central drive **L:/Equalities & Diversity/EIA/year/relevant service area**  
Please annotate your policy with the following statement:

'An Equality Impact Assessment on this policy was undertaken on (date of assessment) and will be reviewed on (date three years from the date it was assessed'.